

MONTANA HUMAN RIGHTS BUREAU
Statistics in Brief (July 1, 2021 to June 30, 2022)

SFY 2022 CASE LOAD SUMMARY-ALL HRB CASES

ALL HRB CASES	Total
Cases Filed	638
HRB Decisions/Closed	610

FILED-ALL HRB CASES

TYPE OF RESPONDENT	Total
Private Company	503
State & Local government	95
Elementary/Secondary school	24
College/University	11
*Individual	5

*Individual are cases against individuals only- not associated with a company

AREA	Total
Employment	548
Public accommodation	34
Government service	29
Housing	20
Education	7

BASIS	Total
Disability	164
Retaliation	312
Sex-Female	79
Age	52
Age under 21	13
Age under 18	34
Race	56
Marital Status	7
Sex-Male	20
Pregnancy	9
Religion/Creed	34
National Origin	14

ISSUE	Total
Discharge	162
Harassment	256
Reasonable Accommodation	97
Terms/Conditions	173
Sexual Harassment	21
Hiring/Reinstatement	90
Discipline/Suspension	63
Hours/Wages	33
Promotion/Assignment	23
Demotion	4
Exclusion	63
Intimidation	5

Political Belief	4
Color	8
Vaccination Status	207
GINA	1

Posting notices	47
Benefits	1
Maternity	2

Basis - allegations total more than 100% of total cases filed because some cases allege more than one basis

Issue - allegations total more than 100% of total cases filed because some cases allege more than one issue

CLOSED/FINDING - ALL HRB CASES

*TYPE OF DECISION/CLOSURE	Total
No Reasonable Cause	285
Reasonable Cause	63
Voluntary Resolution Agreement	71
Withdrawal with benefits-HRB assisted	27
Withdrawal - no benefits	160
Administrative Closure	4

**REASONABLE CAUSE	Total
Cases Certified for Hearings	43
Successful Conciliation	22
Hearings Discrimination Finding	10
Hearings Dismissal	52
Still in Admin. Process	11

***TYPE OF DECISION/CLOSURE** - No Reasonable Cause Finding, Reasonable Cause Finding, Voluntary Resolution Agreement, Withdrawal with and without benefits, admin closure - all decided/closed within this SFY.

****REASONABLE CAUSE CLOSURE** - are statistics of case closures after the admin process has been completed from a "cause" finding investigation, in other words numbers will reflect previous cause findings that have closed within this SFY

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Statistics in Brief (July 1, 2021 to June 30, 2022)

SFY 2022 CASE LOAD SUMMARY-EMPLOYMENT ONLY

EMPLOYMENT	Total
Cases Filed	548
Cases Closed	520

FILED-EMPLOYMENT ONLY

TYPE OF RESPONDENT	Total
Private Company	456
State & Local government	64
Elementary/Secondary school	19
College/University	9
Individual	0

*Individual are cases against individuals only- not associated with a company

BASIS	Total
Disability	131
Retaliation	279
Sex-Female	72
Age	49
Age under 21	13
Age under 18	34
Race	35
Marital Status	6

ISSUE	Total
Discharge	162
Harassment	220
Reasonable Accommodation	74
Terms/Conditions	165
Sexual Harassment	19
Hiring/Reinstatement	90
Discipline/Suspension	63
Hours/Wages	33

Sex-Male	19
Pregnancy	9
Religion/Creed	31
National Origin	12
Political Belief	4
Color	7
Vaccination Status	189
GINA	1

Promotion/Assignment	23
Demotion	4
Exclusion	23
Intimidation	2
Posting Notices	47
Benefits	1
Maternity	2

Basis - allegations total more than 100% of total cases filed because some cases allege more than one basis

Issue - allegations total more than 100% of total cases filed because some cases allege more than one issue

CLOSED/FINDING - EMPLOYMENT ONLY

*TYPE OF DECISION/CLOSURE	Total
No Reasonable Cause	229
Reasonable Cause	56
Voluntary Resolution Agreement	55
Withdrawal with benefits-HRB assisted	26
Withdrawal - no benefits	150
Administrative Closure	4

**REASONABLE CAUSE	Total
Cases Certified for Hearings	38
Successful Conciliation	19
Hearings Discrimination Finding	9
Hearings Dismissal	45
Still in Admin. Process	9

***TYPE OF DECISION/CLOSURE** - No Reasonable Cause Finding, Reasonable Cause Finding, Voluntary Resolution Agreement, Withdrawal with and without benefits, admin closure - all decided/closed within this SFY.

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